

ANNUAL EEO PUBLIC FILE REPORT

WFFT-TV

April 1, 2022 through March 31, 2023

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	Recruitment Sources Utilized
1	Commercial Producer Manager	Q	A, B, E, E1, H,I,J,F,G,K,R
2	Traffic Manager	Q	A, B, C, D,E,E1,F,G,H,I,J,K,L,M,N,P,R,AL
3	Creative Services Director	Q	A, B,E,E1,H,I,J,F,G,K,R
4	Master Control Operator	R	A, B,C,D,E,E1,F,G,H,I,J,K,L,M,N,P,R
5	Maintenance Engineer	Q	A, B,C,D,E,E1,F,G,H,I,J,K,L,N,P,Q,R
6	Audio Graphics	R	A,B,C,D,E,E1,F,G,H,I,J,K,L,N,P,R
7	Master Control Operator	N	A,B,C,D,E,E1,F,G,H,I,J,K,L,M,N,P,R
8	Master Control Operator	R	A,B,C,D,E,E1,F,G,H,I,J,K,L,M,N,P,R
9	Reporter	AI	A,B,E,E1,H,I,J,F,G,K,W,AE ,AI
10	Master Control Operator	N	A,B,C,D,E,E1,F,G,H,I,J,K,L,M,N,P,R
11	Reporter	AH	A,B,E,E1,H,I,J,F,G,K,W,AE
12	Weekend Video Editor	R	A,B,E,E1,H,I,J,F,G,K,R
13	Technical Director	R	A,B,E,E1,H,I,J,F,G,K,R
14	Weekend Video Editor	R	A,B,E,E1,H,I,J,F,G,K,R
15	News Anchor	Q	A,B,E,E1,H,I,J,F,G,K,W,AE
16	Editor/Photographer	R	A,B,E,E1,H,I,J,F,G,K,R,AE
17	Editor/Photographer	R	A,B,E,E1,H,I,J,F,G,K,R,AE
18	Video Editor	R	A,B,E,E1,H,I,JF, G, K, R
19	Local Sales Manager	W	A, B, C, D, E, E1, F, G, H, I, J, K, N, R, AI
20	Account Executive	R	A, B, C, D, E, E1, F, G, H, I, J, K, N, R, AI, AH, AJ
21	Account Executive	R	A, B, C, D, E, E1, F, G, H, I, J, K, N, R, AI, AJ
22	Traffic Assistant/Receptionist	Q	A,B,C,D,E,E1,F,G,H,I,J,K,L,M,N,P,R

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Section 2: Master Recruitment Source List

	Recruitment Source	Contact	Address	Requested Notice (Y/N)	Total Interviewees
A	Ball State University	B Ballard	West Campus, Muncie, IN 46709	N	
				N	
C	Assoc. for Retarded Persons	Bob Zollinger	4919 Projects Dr., Fort Wayne, IN 46805	N	
D	Fort Wayne Community Schools	Dir. of Anthis Career Center	1200 Barr St., Fort Wayne, IN 46802	N	
E	Purdue Fort Wayne	Placement Officer	2101 Coliseum Blvd. Fort Wayne, IN 46805	N	
E1	Urban League	Rufus Hamilton	2135 S. Hanna St., Fort Wayne, IN 46803	N	
F	Fort Wayne Hispanic Chamber of Commerce	Director	200 E. Main St., Fort Wayne, IN 46802	N	
G	NAB Employment Clearinghouse	Placement Director	1771 N. Street N.W. Washington, DC 20036	N	
H	University of St. Francis	Bill Brune	2701 Spring St., Ft. Wayne, IN 46804	N	
I	Vincennes Univ.	Placement Admin	1002 North First St., Vincennes, IN 47591	N	
J	Ft. Wayne Women's Bureau	L Stuckey	303 East Washington Blvd., Ft. Wayne, 46802	N	
K	NAACP	Career Services	P.O. Box 10956, Fort Wayne, IN	N	

			46854		
L	St. Joseph's College	Director	P.O. Box 651 Rensselaer, IN 47978	N	
M	WFFT-TV On-Air Announcement		3707 Hillegas Road, Fort Wayne, IN 46808	N	
N	WFFT.com		3707 Hillegas Road, Fort Wayne, IN 46808	N	10
O	TVJobs	www.tvjobs.com		N	
P	Indiana Broadcasters Association		P.O. Box 902 Carmel, IN 46082	N	
Q	Employee Referral			N	8
R	Indeed.com	None	177 Broad St. Stanford, CT 06901	N	54
S	Cardinal Career Link	N/A	Ball State University Lucina Hall Room 220 Muncie, IN 47306	N	
T	Ball State Job Fair	Jennifer Randall	Whitinger Business Building Ball State University Muncie, IN 47306	N	
U	Rick Gevers & Associates		355 E. Ohio St. #303, Indianapolis, IN 46204	N	
V	JournalismJobs.com	http://www.journalismjobs.com/post-new-job	info@journalismjobs.com	N	
W	LinkedIn	Linkedin.com		N	10
X	Indiana Broadcasters Association Fall Career Fair	Dave Arland	P.O. Box 902 Carmel, IN 46082	N	
Y	Intentionally Omitted			N	
Z	Intentionally Omitted			N	
AA	Glassdoor	Glassdoor.com		N	
AB	iHire	iHire.com		N	
AC	Ziprecruiter	Ziprecruiter.com		N	
AD	Facebook	Facebook.com		N	

AE	Digital Career Opportunities World Wide Group on Facebook			N	1
AF	Magid		1700 Broadway Suite 2001 New York, NY 10019	N	
AG	Media Staffing Network, Inc	mediastaffingnetwork.com		N	
AH	Non-Employee Referral			N	6
AI	Allen Media TV Website		3282 Northside Pkwy Suite 275 Atlanta, GA 30327	N	8
AJ	Handshake College Job Boards	Handshake.com		N	
Ak	Purdue Fort Wayne Job Fair			N	
AL	National Association of Black Journalist	NABJ.com		N	
AM	YouTube (<i>active candidate sourcing</i>)	YouTube.com		N	15
AM	St Francise University	Keith Busse School of Business	2701 Spring Street Fort Wayne, IN 46808	N	

Total Number of Persons Interviewed During Applicable Period: 112

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Section 3: Recruitment Initiatives

	Recruitment Initiative	Description
1	Participation in job fairs (3)	During the reporting period, WFFT station representatives participated in two job fairs: <ul style="list-style-type: none">• Purdue University Fort Wayne Mastodon Spring Career Fair on 3/1/2023. Attended by our General Sales Manager, Local Sales Manager and Digital Sales Manager.• St Francis University Keith Busse School of Business Career Fair on 10/5/2023. Attended by our General Sales Manager and Digital Sales Manager.
2	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	WFFT has continued its efforts to cross-train employees so that they will be qualified for higher-level positions in the broadcasting industry. During this reporting period, we trained our Asst. Traffic Manager to become our Traffic Manager. We promoted our Traffic Manager to Creative Services Director. And we promoted news production employee to our Commercial Production Manager.
3	Inform the Public about Job Opportunities in Broadcasting	Video production students From Huntington University visited the station on January 20, 2023 to tour our news production facility. And get a better understanding of our news operations
4	Listing upper-level openings in a job bank or newsletter of a media trade group with a membership that includes participation of women and minorities	During the reporting period, we posted upper-level job openings with entities whose membership includes participation by women and minorities, including the Urban League, Fort Wayne Women’s Bureau, the Fort Wayne Hispanic Chamber of Commerce and The National Association of Black Journalist.
5	Participation in scholarship fund	During the reporting period, WFFT contributed financially to the Indiana Broadcasters Foundation scholarship fund which announced ten scholarships to deserving college students on March 25, 2023.